

## Fiscal Estimate - 2009 Session

☒ Original      ☐ Updated      ☐ Corrected      ☐ Supplemental

|  |  |  |  |
|--|--|--|--|
| <b>LRB Number</b> <b>09-2169/1</b>   |  | <b>Introduction Number</b> <b>SB-308</b> |  |
| <b>Description</b><br>A requirement that an employer permit an employee who is a volunteer fire fighter, emergency medical technician, first responder, or ambulance driver for a volunteer fire department or fire company, a public agency, or a nonprofit corporation to be late for or absent from work if the lateness or absence is due to the employee responding to an emergency that begins before the employee is required to report to work   |  |  |  |
| <b>Fiscal Effect</b>   |  |  |  |
| <b>State:</b>  |  |  |  |
| <div style="display: flex; flex-wrap: wrap;"><div style="width: 50%;"><input type="checkbox"/> No State Fiscal Effect</div><div style="width: 50%;"><input type="checkbox"/> Indeterminate</div></div> <div style="display: flex; flex-wrap: wrap; margin-top: 5px;"><div style="width: 33%;"><input type="checkbox"/> Increase Existing Appropriations</div><div style="width: 33%;"><input type="checkbox"/> Increase Existing Revenues</div><div style="width: 33%;"><input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget</div></div> <div style="display: flex; flex-wrap: wrap; margin-top: 5px;"><div style="width: 33%;"><input type="checkbox"/> Decrease Existing Appropriations</div><div style="width: 33%;"><input type="checkbox"/> Decrease Existing Revenues</div><div style="width: 33%;"><input checked="" type="checkbox"/> Yes      <input type="checkbox"/> No</div></div> <div style="display: flex; flex-wrap: wrap; margin-top: 5px;"><div style="width: 33%;"><input type="checkbox"/> Create New Appropriations</div><div style="width: 33%;"></div><div style="width: 33%;"><input type="checkbox"/> Decrease Costs</div></div>   |  |  |  |
| <b>Local:</b>  |  |  |  |
| <div style="display: flex; flex-wrap: wrap;"><div style="width: 50%;"><input type="checkbox"/> No Local Government Costs</div><div style="width: 50%;"><input checked="" type="checkbox"/> Indeterminate</div></div> <div style="display: flex; flex-wrap: wrap; margin-top: 5px;"><div style="width: 33%;">1. <input checked="" type="checkbox"/> Increase Costs</div><div style="width: 33%;">3. <input type="checkbox"/> Increase Revenue</div><div style="width: 33%;">5. Types of Local Government Units Affected</div></div> <div style="display: flex; flex-wrap: wrap; margin-top: 5px;"><div style="width: 33%;"><input type="checkbox"/> Permissive <input checked="" type="checkbox"/> Mandatory</div><div style="width: 33%;"><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory</div><div style="width: 33%;"><input checked="" type="checkbox"/> Towns    <input checked="" type="checkbox"/> Village    <input checked="" type="checkbox"/> Cities</div></div> <div style="display: flex; flex-wrap: wrap; margin-top: 5px;"><div style="width: 33%;">2. <input type="checkbox"/> Decrease Costs</div><div style="width: 33%;">4. <input type="checkbox"/> Decrease Revenue</div><div style="width: 33%;"><input checked="" type="checkbox"/> Counties    <input type="checkbox"/> Others</div></div> <div style="display: flex; flex-wrap: wrap; margin-top: 5px;"><div style="width: 33%;"><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory</div><div style="width: 33%;"><input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory</div><div style="width: 33%;"><input checked="" type="checkbox"/> School Districts    <input checked="" type="checkbox"/> WTCS Districts</div></div> |  |  |  |

## Fiscal Estimate Narratives

DWD 10/2/2009

|  |           |                     |        |               |          |
|--|-----------|---------------------|--------|---------------|----------|
| LRB Number   | 09-2169/1 | Introduction Number | SB-308 | Estimate Type | Original |
| <b>Description</b><br>A requirement that an employer permit an employee who is a volunteer fire fighter, emergency medical technician, first responder, or ambulance driver for a volunteer fire department or fire company, a public agency, or a nonprofit corporation to be late for or absent from work if the lateness or absence is due to the employee responding to an emergency that begins before the employee is required to report to work |           |                     |        |               |          |

### Assumptions Used in Arriving at Fiscal Estimate

If passed, SB 308 would require employers to give employees who are volunteer firefighters or volunteer emergency medical technicians time off from work to respond to emergency calls. The portion of the bill that applies to the Department of Workforce Development prohibits employers from discriminating against these employees who volunteer their services for these purposes, and allows these employees to file complaints under Wisconsin's Fair Employment Law.

The department estimates there are about 21,000 volunteer firefighters and emergency medical technicians in the state, and that each year, the department estimates it will receive no more than two complaints per year concerning potential violations of the Fair Employment Law based upon discrimination against these volunteers. Investigating these cases would involve about 28 hours total time each year. The department can absorb this increased workload.

The department recognizes that if employees are permitted to leave their jobs in the middle of a work shift, in some instances the employer will need to have another employee fill in for the missing employee, which might incur overtime pay. It is not possible to estimate how frequently those instances would occur, and thus the department is listing the impact of this legislation on local governments as indeterminate.

Passage of this legislation will require the department to modify its various publications concerning the Fair Employment Law to publicize that discrimination against volunteer firefighters and emergency medical technicians based on their participation as volunteers is prohibited. The department estimates the one-time cost of these modifications at \$2,000.

### Long-Range Fiscal Implications

None.

## Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

☒ Original
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|  |  |                 |
|--|--|-----------------|
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| <b>Description</b><br>A requirement that an employer permit an employee who is a volunteer fire fighter, emergency medical technician, first responder, or ambulance driver for a volunteer fire department or fire company, a public agency, or a nonprofit corporation to be late for or absent from work if the lateness or absence is due to the employee responding to an emergency that begins before the employee is required to report to work |  |                 |
| <b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b><br><br>Passage of this legislation will require the department to update its publications on the Fair Employment Law to list this new protected activity. The department estimates it will incur about \$2,000 in costs to replace those publications.   |  |                 |
| <b>II. Annualized Costs:</b>   | <b>Annualized Fiscal Impact on funds from:</b> |                 |
|  | Increased Costs                                | Decreased Costs |
| <b>A. State Costs by Category</b>  |  |                 |
| State Operations - Salaries and Fringes  | \$0  | \$0             |
| (FTE Position Changes)   | (0.0 FTE)                                      | (0.0 FTE)       |
| State Operations - Other Costs   | 0  | 0               |
| Local Assistance   | 0  | 0               |
| Aids to Individuals or Organizations   | 0  | 0               |
| <b>TOTAL State Costs by Category</b>   | <b>\$0</b>                                     | <b>\$0</b>      |
| <b>B. State Costs by Source of Funds</b>   |  |                 |
| GPR  | 0  | 0               |
| FED  | 0  | 0               |
| PRO/PRS  | 0  | 0               |
| SEG/SEG-S  | 0  | 0               |
| <b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>   |  |                 |
|  | Increased Rev                                  | Decreased Rev   |
| GPR Taxes  | \$0  | \$0             |
| GPR Earned   | 0  | 0               |
| FED  | 0  | 0               |
| PRO/PRS  | 0  | 0               |
| SEG/SEG-S  | 0  | 0               |
| <b>TOTAL State Revenues</b>  | <b>\$0</b>                                     | <b>\$0</b>      |
| <b>NET ANNUALIZED FISCAL IMPACT</b>  |  |                 |
|  | State  | Local           |
| NET CHANGE IN COSTS  | \$0  | \$              |
| NET CHANGE IN REVENUE  | \$0  | \$              |
|  |  |                 |
| <b>Agency/Prepared By</b>  | <b>Authorized Signature</b>                    | <b>Date</b>     |

